

## TYPES OF CONFLICTS IN ORGANIZATION. THE WAYS HOW TO BREAK THE CONFLICTS

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A conflict is the collision the oppositely oriented goals, interests, positions, opinions and points of view between two or more people. A conflict is a norm inside the industrial relations.

The relevance of this topic repose in inevitably conflicting situations in any industry. The resolutions are very important for a process of work and for the psychological climate inside a company. It's necessary to know the ways of resolution in the controversial situations for relief and to make more successful cooperation between the colleagues on their work.

There are four different types of conflicts:

Intrapersonal conflict or the conflict inside the psyche.

This type is about personal contradictions. It can affect in different ways. One of the most common form of this type is the role- playing conflict, when different human's roles require the contradictory demands. The first reasons of emergence this type of conflict are: stress, dissatisfaction of work, diffidence, uncertainty in the organization.

Interpersonal conflict.

This is the most widespread type of conflicts. The reason of its appearance is the discrepancy of views and values of people. The basis of this type of conflicts are objective reasons. For example, the struggle for scale resources. Interpersonal conflicts usually affect the interests of surrounding, the opponents should clash face to face.

A conflict between an individual and a group.

An enterprise installs certain standards of the behavior. Everybody in this enterprise should follow these standards if he or she wants to be in this informal group.

The difference in the classification of individual-group conflict:

A head vs a group.

The reasons of this type of conflicts can be a low competence of the head or unusual type of management of the head etc.

A member of the collective vs the collective.

The reasons of this type are a problematic personality of this member, the violation or even neglect of the rules and norms inside the group.

A leader vs a group

The reasons of this type of conflicts are the low vocational background of the leader, the excess of authority of the leadership, the variation of the collective consciousness etc. So if a leader wants to become efficient he or she must resolve

conflicts successfully as it definitely leads to the professional development.

### **References**

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